



Project Controls Manager

At TESC, our Project Controls team provides the insight and discipline that help projects succeed. As Project Controls Manager, you will lead the systems, processes, and people responsible for delivering accurate, timely, and reliable project performance information across the organization. This is a high-impact leadership role that partners closely with Operations and Finance while maintaining the independence to challenge assumptions, identify emerging risks, and provide leadership with a clear view of project performance, profitability, and opportunities for improvement.

What You'll Do

- Oversee the full project controls lifecycle, from project handover and setup through execution, forecasting, reporting, and closeout.
- Ensure project budgets, cost structures, labour plans, schedules, progress measures, and reporting frameworks are established and maintained.
- Maintain project baselines and ensure changes are properly authorized, documented, and tracked.
- Lead the forecasting process, including Estimate-to-Complete (ETC) and Estimate-at-Completion (EAC) reviews.
- Ensure project reporting is accurate, timely, and supported by data and documented assumptions.
- Challenge unsupported forecasts and ensure management decisions are based on reliable information.
- Reconcile project controls data with financial reporting and investigate significant variances.
- Oversee tracking of budgets, commitments, actual costs, accruals, labour productivity, and project progress.
- Identify cost, schedule, productivity, and margin risks early and work with project teams to develop recovery plans.
- Ensure reported progress aligns with field performance, labour consumption, and project costs.
- Establish and maintain effective change management and project controls processes.
- Monitor approved, pending, and disputed changes as well as project risks, contingencies, and potential cost exposure.
- Escalate material concerns related to commercial risk, forecast accuracy, billing exposure, or project performance.
- Support Executive Decision-Making
- Deliver concise, actionable reporting to senior leadership.
- Highlight key project trends, forecast movements, productivity concerns, margin risks, and required management actions.
- Help leadership understand where intervention is needed and where project performance is tracking to plan.
- Develop and enhance project controls standards, procedures, templates, and reporting practices.
- Improve the use of project systems and tools, including Jonas and advanced Excel reporting.
- Capture lessons learned and historical performance data to strengthen future estimating, planning, and execution.
- Lead, coach, and develop the Project Controls team.

- Establish clear expectations, accountability, and performance standards.
- Foster a culture of accuracy, collaboration, ownership, and continuous improvement.

What You Bring

- Degree or diploma in Engineering, Construction Management, Finance, Accounting, Business, Project Management, or a related discipline.
- Significant progressive experience in project controls, project financial management, cost control, or related functions.
- Experience supporting industrial construction, mining, energy, infrastructure, engineering, or EPC/EPCM projects.
- Demonstrated leadership experience, including coaching, performance management, team development, and resource planning.
- Experience working collaboratively with Operations, Finance, Project Management, and senior leadership teams.
- Experience with large-scale or multi-year projects is considered an asset.
- Advanced Excel skills and strong analytical capabilities.
- Strong understanding of project budgeting, forecasting, cost control, variance analysis, commitments, accruals, and reporting.
- Experience with labour productivity measurement, progress tracking, scheduling, and earned-value concepts.
- Knowledge of change management, commercial risk management, billing processes, and contract administration.
- Experience with construction ERP and project controls systems; Jonas experience is an asset.
- Ability to translate complex project information into meaningful business insights and recommendations.
- Strong financial and commercial acumen.
- Ability to challenge assumptions and raise concerns with professionalism and confidence.
- Excellent problem-solving and decision-support capabilities.
- Strong communication and stakeholder management skills.
- Proven ability to drive accountability, establish standards, and deliver results.
- A collaborative leadership style with a commitment to developing people and improving processes.

What We Offer You

At TESC, we offer a competitive total rewards package designed to support your career, well-being, and future.

- Competitive compensation, including performance-based incentives
- 100% employer-paid health benefits
- Progressive employer-matched pension plan
- Paid vacation, sick days, and statutory holidays
- Ongoing career development and advancement opportunities
- The opportunity to work on complex, high-impact industrial projects
- A strong safety culture and team-oriented environment where people support one another

The salary range for this position is \$142,140 to \$156,045. Salary will be commensurate with experience.

TESC is an equal opportunity employer. In accordance with the Accessibility for Ontarians with Disabilities Act, accommodation is available throughout our recruitment process for applicants with disabilities.